

**City of Carlsbad
Employee Benefits**

FIRE DEPARTMENT



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Employees who purchase medical insurance are required to purchase dental at the same coverage level. Excess benefits credits can be used to purchase vision insurance and/or to contribute to a health care or dependent care flexible spending account (FSA).

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses

Retirement

The City participates in the CalPERS program.

1. 2% @ 50 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation
3. CFA represented employees pay the full 9% cost of the employee's share of retirement on a pre-tax basis.

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase additional life insurance equivalent to one times the base amount.

Accidental Death and Dismemberment

This is a voluntary employee paid benefit.

Bilingual Pay

The City will provide additional compensation to employees, designated by the Human Resources Department, in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Holidays

The City observes 12 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 448 hours and may not use vacation during the first six months of employment.